

NEW

2016

M B A

4th Semester Examination

**Subject : STRATEGIC HUMAN RESOURCE
MANAGEMENT**

(Specialization : Human Resource Management)

PAPER—HR-402

Full Marks : 100

Time : 3 Hours

The figures in the right-hand margin indicate full marks.

*Candidates are required to give their answers in their
own words as far as practicable.*

Illustrate the answers wherever necessary.

1. Answer any *eight* questions of the following : 8×5
 - (a) Define Strategic Human Rights Management (SHRM).
What are the objectives of SHRM ?
 - (b) Differentiate between 'best-fit' perspective with the
best 'best-practice' perspective in SHRM.

(Turn Over)

- (c) What do you mean by a Resourcing strategy ? Outline the different aspects of a resourcing plan under SHRM.
- (d) Explain the concept of training in the perspective of strategic HRM.
- (e) Briefly explain the challenges faced by strategic HRM.
- (f) What are the human resource implications of outsourcing ?
- (g) What do you mean by a 'Defender' organisation. Explain the HRM system of a defender organisation, as given by Miles & Snow.
- (h) Describe the Human Resource dimension to knowledge Management.
- (i) Describe Merger and Acquisitions, Keeping in view the human side of this process.
- (j) Outline briefly the concept of repatriation.
- (k) Explain mentoring in the light of SHRM.
- (l) What are the specific skills and abilities the leader of a MNC needs to be endowed with ?

2. Answer any *four* questions of the following : 4×10
- (a) 'Some say HRM and SHRM are the same'. As a student of MBA do you think this is a correct statement. Give arguments in support of your statement.
 - (b) Describe the Resource-Based Model of strategic HRM. Explain how organisations can achieve competitive advantage through strategic use of HRM.
 - (c) State and explain the strategic choices in Performance Management.
 - (d) Give the concept of International HRM. Elucidate the differences between global HRM and domestic HRM.
 - (e) Describe the process of Merger & Acquisition activity with the help of the Three-stage Model.
 - (f) What are the potential benefits of having a multicultural management? What are the prerequisites for a multicultural organisation?

[Internal Assessment : 20 Marks]
